The background of the page features a large, light blue and yellow seal of the Tucson Police Department. The seal is shield-shaped with a scalloped top edge. It contains the words "TUCSON POLICE" in an arc at the top and "DEPARTMENT" in a banner at the bottom. The center of the seal depicts a cityscape with a prominent building and a star at the bottom.

Professional Standards Division

Office of Internal Affairs

Annual Office of Internal Affairs Report

2008

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Office of Internal Affairs
June 28, 2009

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Introduction

During the year 2008, the Tucson Police Department Office of Internal Affairs conducted 601 separate investigations. Included in the following report is detailed information concerning those investigations as well as information concerning the members involved.

Throughout this report is terminology that may be unfamiliar. In an effort to alleviate confusion following is a glossary of terms utilized throughout the report. Also included is a detailed explanation of the different dispositions that may be given to the various types of investigations conducted by the Office of Internal Affairs.

Definitions

Inclusive: Additional allegations and/or violations are included in the findings.

Decline: Criminal prosecution was declined.

COC Notified: Member's Chain of Command was notified as to the outcome of the investigation.

Dispositions

Exonerated: Member was justified in taking the course of action alleged as inappropriate and/or was operating within the guidelines of General Orders.

Unfounded: Member did not commit the alleged violation.

Not Sustained: Cannot be determined if the member committed the alleged violation.

Sustained: Member was found in violation of General Orders and/or City Administrative Directives and is to receive discipline.

Preventable: Member is at fault and is to receive discipline. This disposition may only be used for investigations where Department property is damaged or lost.

Non-Preventable: Member's actions were determined not to be the cause of the accident, damage, or loss. This disposition may only be used for investigations where Department property is damaged or lost.

Restitution: Member shall pay the replacement cost of the damaged/lost issued property to the Department's Budget Section. This disposition may only be used for investigations where Department property is damaged or lost.

Reimbursement: Member is to be reimbursed by the Department's Budget Section.

Justified, Within Departmental Policy: A Board of Inquiry found that the member's use of force or actions were determined to be justified and during the course of the incident, the subject officer did not violate any Department policy. This finding is also utilized by the Chain of Command in use of force incidents where a firearm was used, such as the shooting or dispatching of an animal.

Justified, Policy Violation: A Board of Inquiry has found that the member's actions were justified, but during the course of the incident, the subject officer violated a department policy.

Justified, Tactical/Training Improvement Opportunity: A Board of Inquiry has found that the member's actions were justified and during the course of the incident, no violations of Department policy occurred. However, the investigation revealed tactical errors that could be addressed through non-disciplinary, tactical or training improvement endeavors.

Not Justified, Not Within Departmental Policy: A Board of Inquiry has found that the member's actions were not justified and during the course of the incident, the subject officer violated a Departmental policy.

OIA Closure: A review of all information available shows that nothing that has been alleged or described amounts to a violation of law, Department General Orders, Policies, or Procedures by a member of the department.

Allegation Type Examples

Criminal Conduct: On or off duty misdemeanor or felony

Police Powers: Use of force, search and seizure, stop and detainment

Customer Service: Biased based policing, rudeness, failure to provide appropriate service, comments/language

Standards of Conduct: Actions on/off duty, court attendance, insubordination, untruthfulness, EEOC, failure to meet standards

Operational Actions: Failure to make a report, incomplete investigations, incomplete/inaccurate report, equipment damage or loss, procedures, prisoner escape, tactical operations

Department Vehicles: Damage or collision involving a Department vehicle

Inquiry: Policy/procedure

Investigations

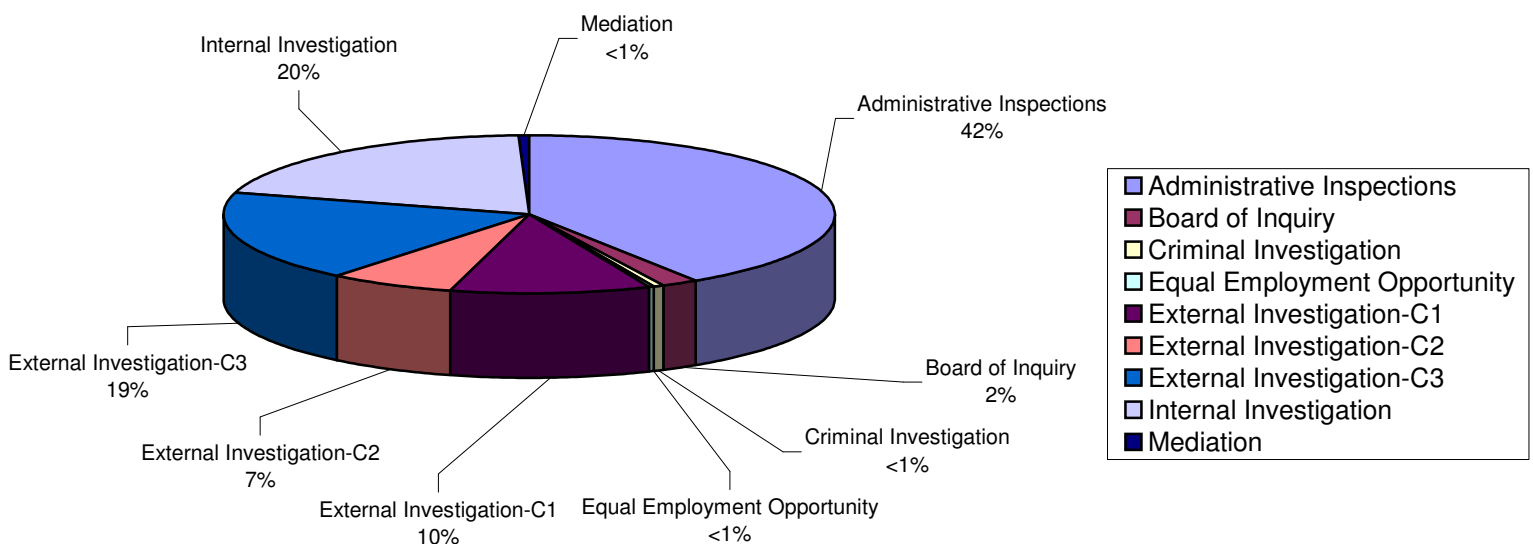
The following is a breakdown of the investigations completed during 2008 by the Office of Internal Affairs as well as a comparison with statistics from the two previous years. It is important to note that the numbers from prior years were taken from the associated annual reports.

Investigation Type

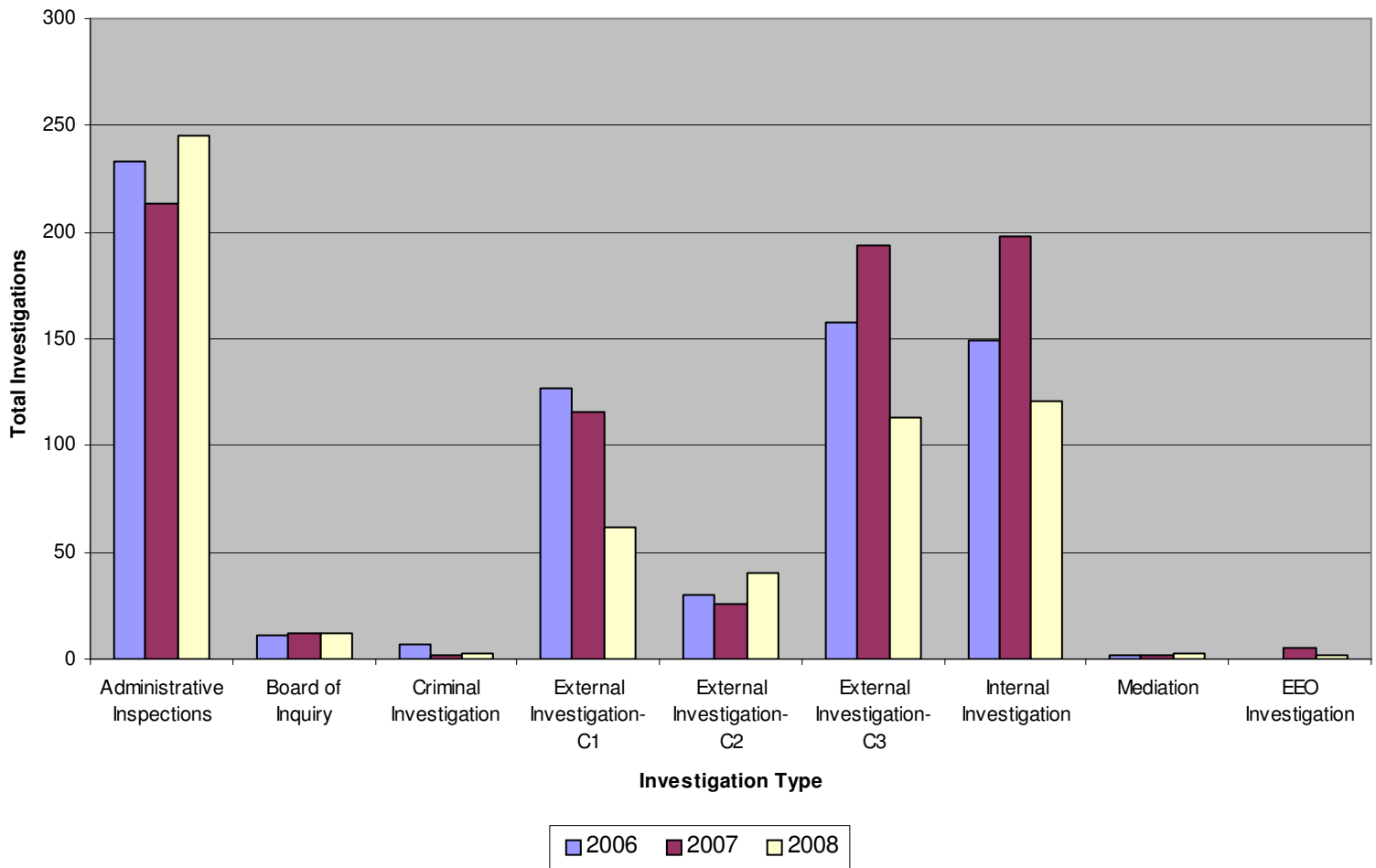
	<u>2008</u>	<u>2007</u>	<u>2006</u>
Administrative Inspection	245	213	233
Board of Inquiry	12	12	11
Court Pending	N/A ¹	N/A ¹	7
Criminal Investigation	3	2	7
External Investigation- EI C1	63	116	127
External Investigation- EI C2	40	26	30
External Investigation- EI C3	112	194	158
Internal Investigation	121	198	149
Mediation	3	2	2
EEO Investigation	2	5	0
Parking Violation	0	1	0
Total	601	769	724

¹The category Court Pending is no longer used.

2008 Total Investigations



Investigations - Annual Comparison

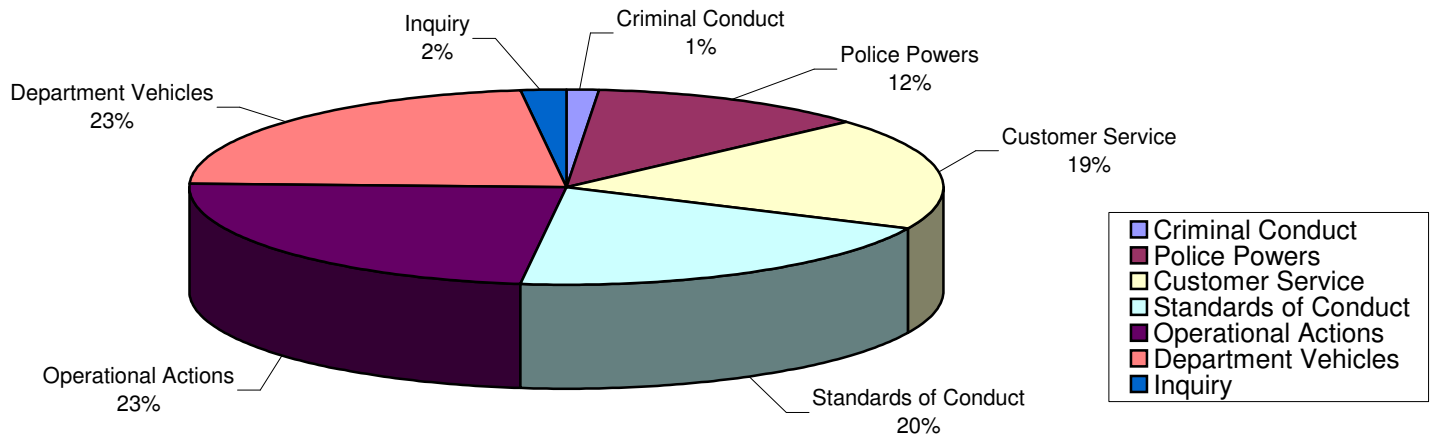


Allegation Category

	<u>2008</u>	<u>2007</u>
Criminal Conduct	11	7
Police Powers	90	150
Customer Service	143	177
Standards of Conduct	154	201
Operational Actions	179	268
Department Vehicles	174	171
Inquiry	14	14
Pending	0	1
Inclusive	86	152
Total	851*	1141*

*The total number of allegations is greater than the total number of investigations (601 in 2008 and 769 in 2007) as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

2008 Total Allegations

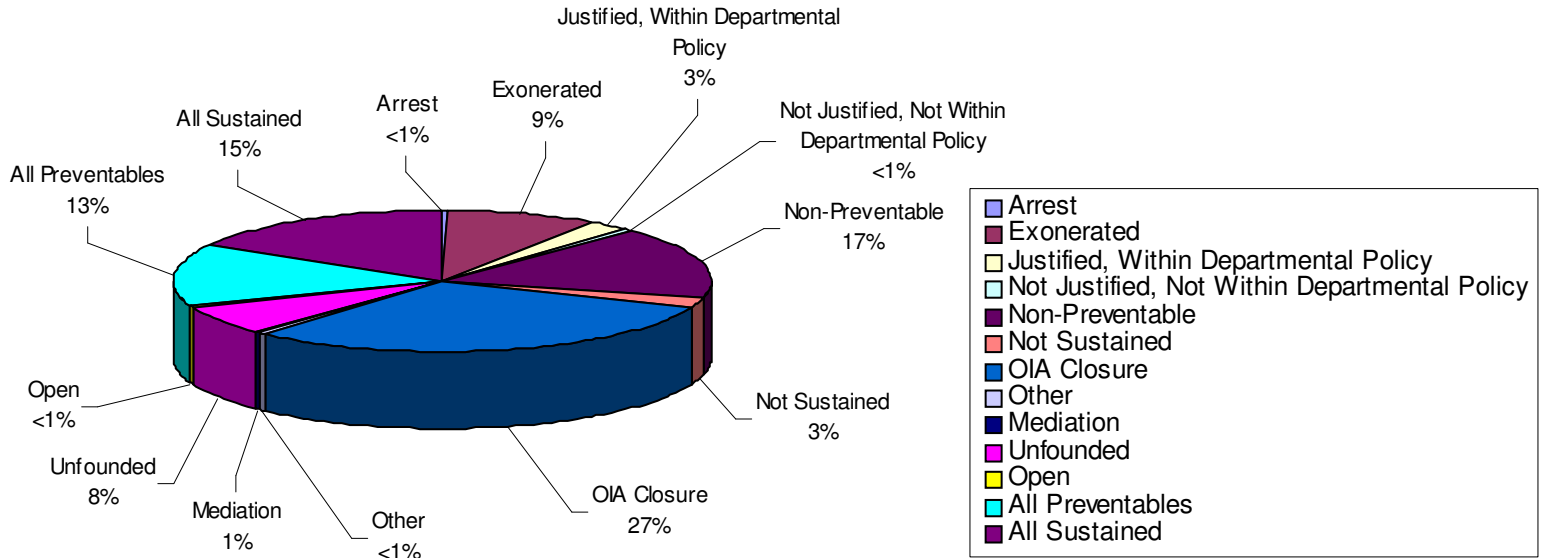


Disposition

	<u>2008</u>	<u>2007</u>
Arrest	1	0
Decline	0	2
Exonerated	62	91
Justified, Policy Violation	0	3
Justified, Tactical/Training Improvement Opportunity	0	6
Justified, Within Departmental Policy	17	25
Not Justified, Not Within Departmental Policy	5	3
Non-Preventable	107	119
Not Sustained	18	37
OIA Closure	204	238
Other	2	1
Preventable Type A	77	79
Preventable Type B	14	9
Preventable Type C	1	2
Sustained Type A	61	109
Sustained Type B	25	52
Sustained Type C	15	19
Sustained Type D	2	4
Sustained Type E	10	6
Mediation	3	2
Unfounded	45	53
Pending	4	7
Inclusive	76	274
Total	749*	1141*

* The total number of dispositions is greater than the total number of investigations (601 in 2008 and 769 in 2007) as the numbers account for when there are multiple members involved in one investigation. There are also occasions, although rare, when there may also be multiple dispositions listed for one or more members involved.

2008 Total Dispositions



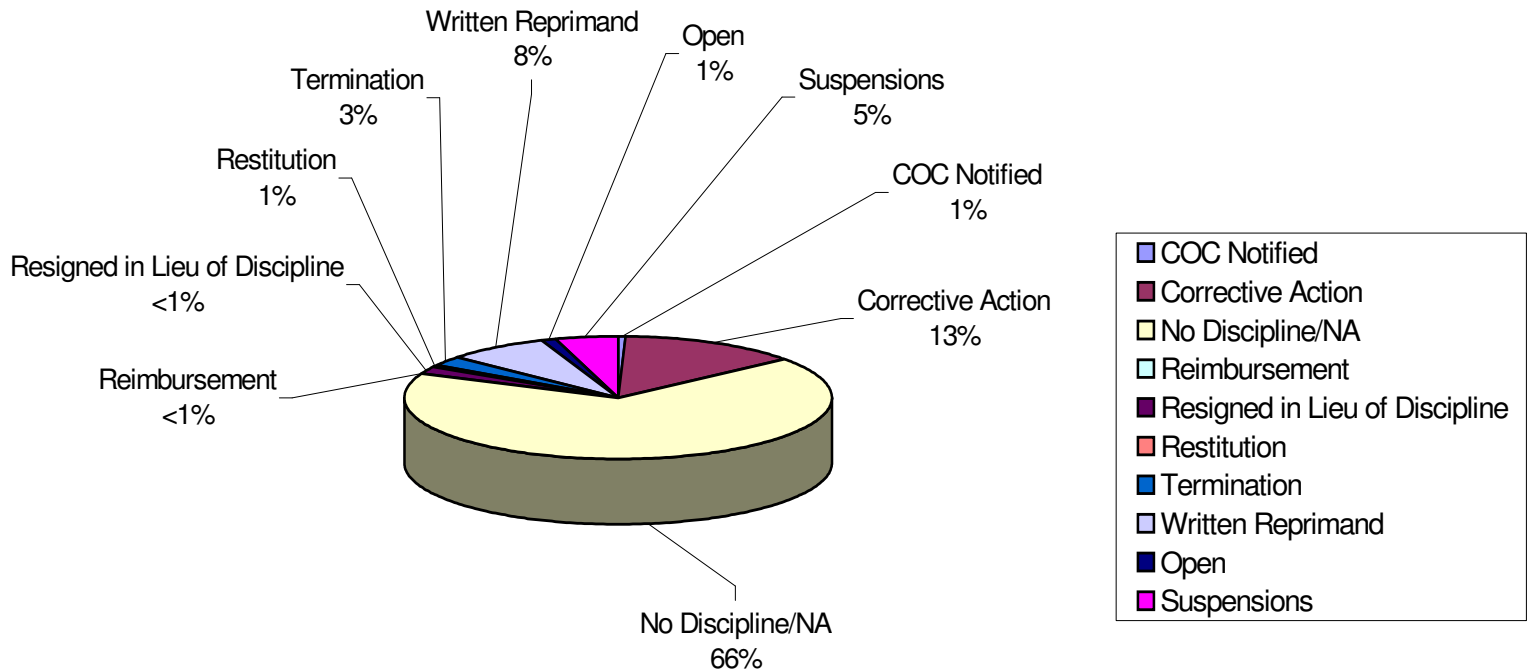
Action Taken

	<u>2008</u>	<u>2007</u>
COC Notified	5	8
Corrective Action	104	129
No Discipline/NA	513	562
Reimbursement	1	10
Resigned/Retired in Lieu of Discipline	4	3
Restitution	4	7
Suspension 10 Hours	9	20
Suspension 20 Hours ¹	18	13
Suspension 30 Hours	4	7
Suspension 40 Hours	0	3
Suspension 60 Hours	3	0
Suspension 80 Hours	0	0
Suspension 140 Hours	0	1
Suspension 160 Hours	2	3
Termination	6	7
Written Reprimand	60	87
Demotion	0	0
Pending	8	7
Inclusive	110	274
Total	851*	1141*
Total Suspensions	36	47

*The total number of actions taken is greater than the total number of investigations (601 in 2008 and 769 in 2007) as the numbers account for when there are multiple members involved in one investigation.

¹In July 2007, the Discipline Matrix was changed thereby changing Type C violations from a 40-hour suspension to a 20-hour suspension.

2008 Total Actions Taken

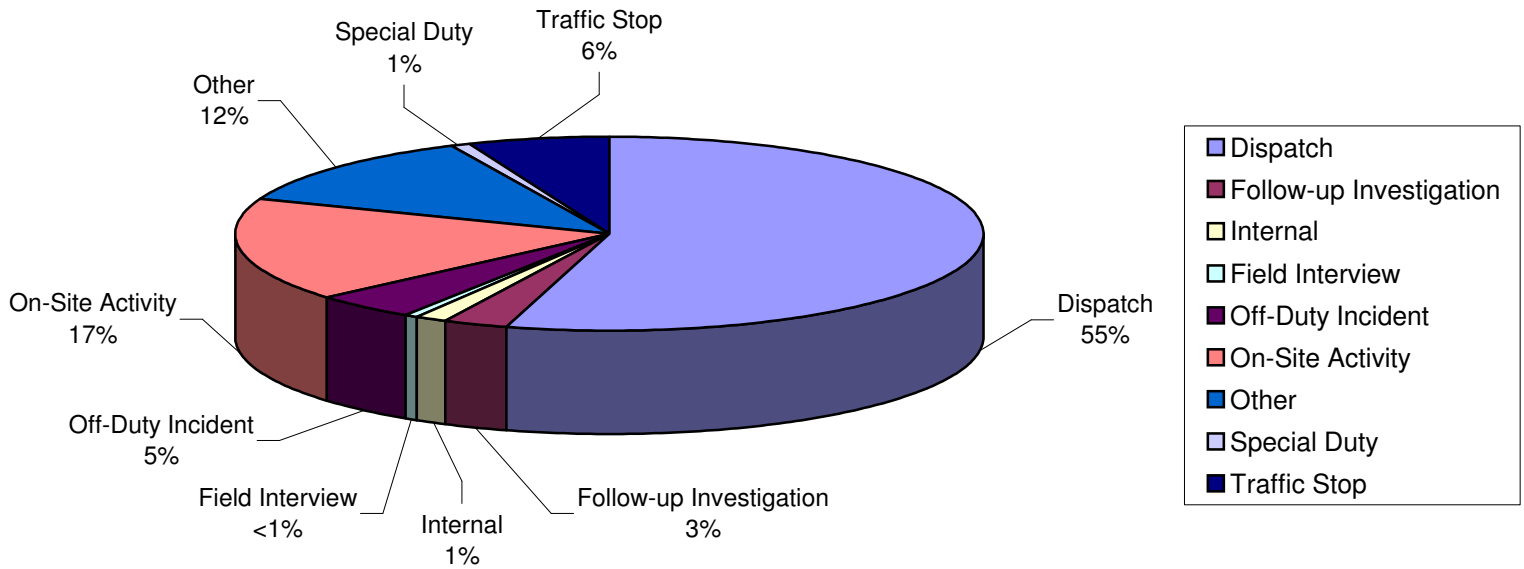


Type of Contact That Generated Complaint

The Office of Internal Affairs documents the different types of contacts that generate external complaints against members of the Tucson Police Department. Following is a breakdown of those contact types.

Dispatch	117
Follow-up Investigation	6
Internal	3
Off-Duty Incident	10
On-Site Activity	37
Other	26
Special Duty	2
Traffic Stop	13
Field Interview	1
Total	215

Type of Contact That Generated Complaint

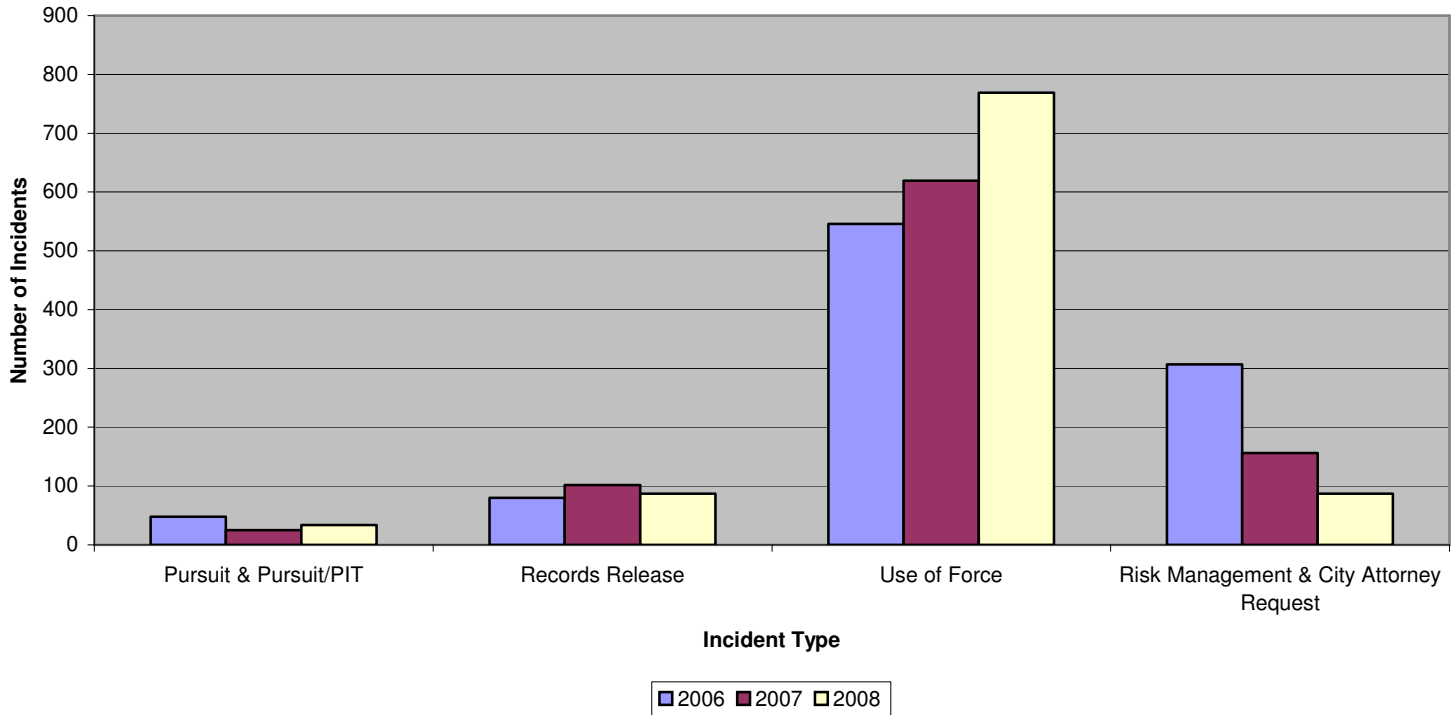


Incident Reporting

In addition to investigations, the Office of Internal Affairs is also responsible for reviewing and compiling information regarding Use of Force Reports, Pursuit Reports, Pursuit/PIT Reports, and Public Records Requests that are completed by OIA. Following is a summary of the listed Incident Reports

	<u>2008</u>	<u>2007</u>	<u>2006</u>
Pursuit/PIT ¹	34	25	48
Public Records Requests	87	102	80
Use of Force Incidents	769	619	546
Risk Management & City Attorney Requests	97	156	307

¹In March 2007 the Pursuit Report and the newly created PIT Report were combined into the Pursuit/PIT Report.

2008 Incident Reporting**Personnel Related Data**

The Office of Internal Affairs examined department personnel tenure as it relates to complaints. Following is a detailed breakdown of the information examined.

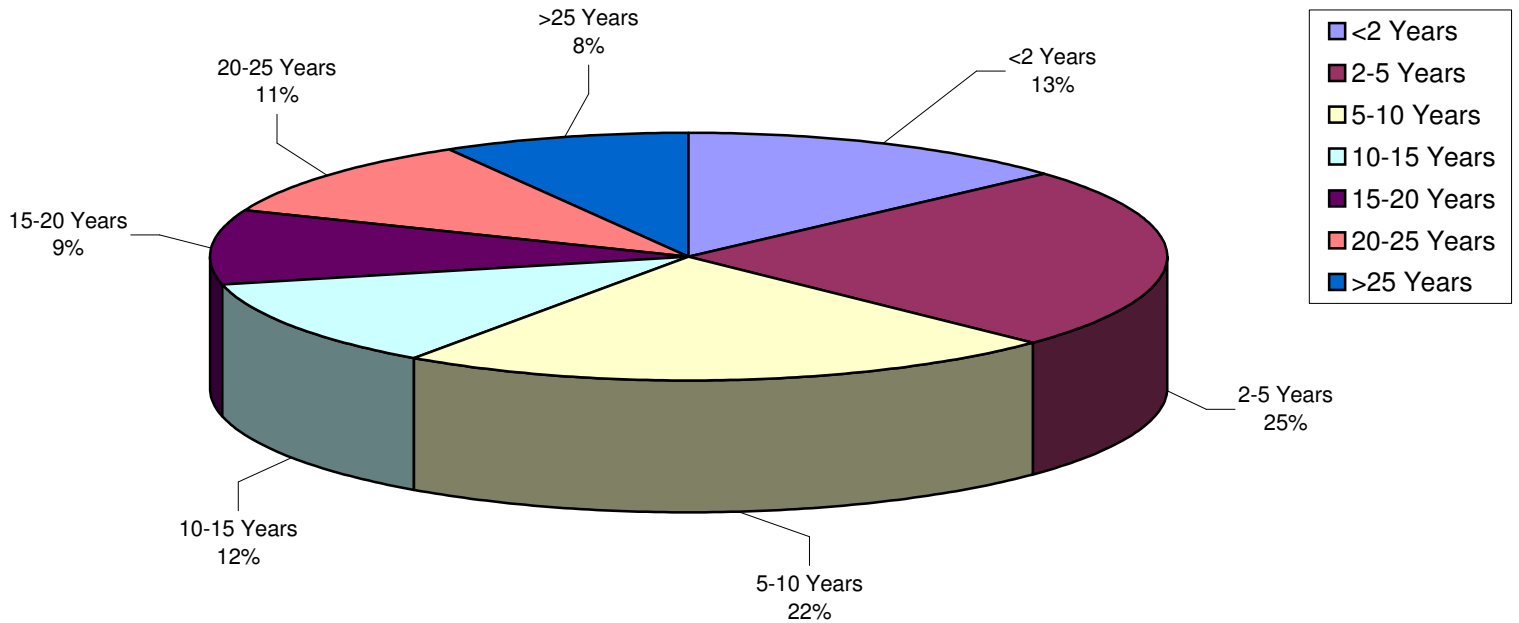
Tenure

When examining tenure, the numbers indicate that members with two to five years are involved in the greatest number of investigations, with 24% of the total. Members with five to ten years are second with involvement in 22% of the total number of investigations. These numbers are consistent with the current breakdown of sworn personnel. Following is a breakdown of investigations for the year 2008 as it relates to tenure.

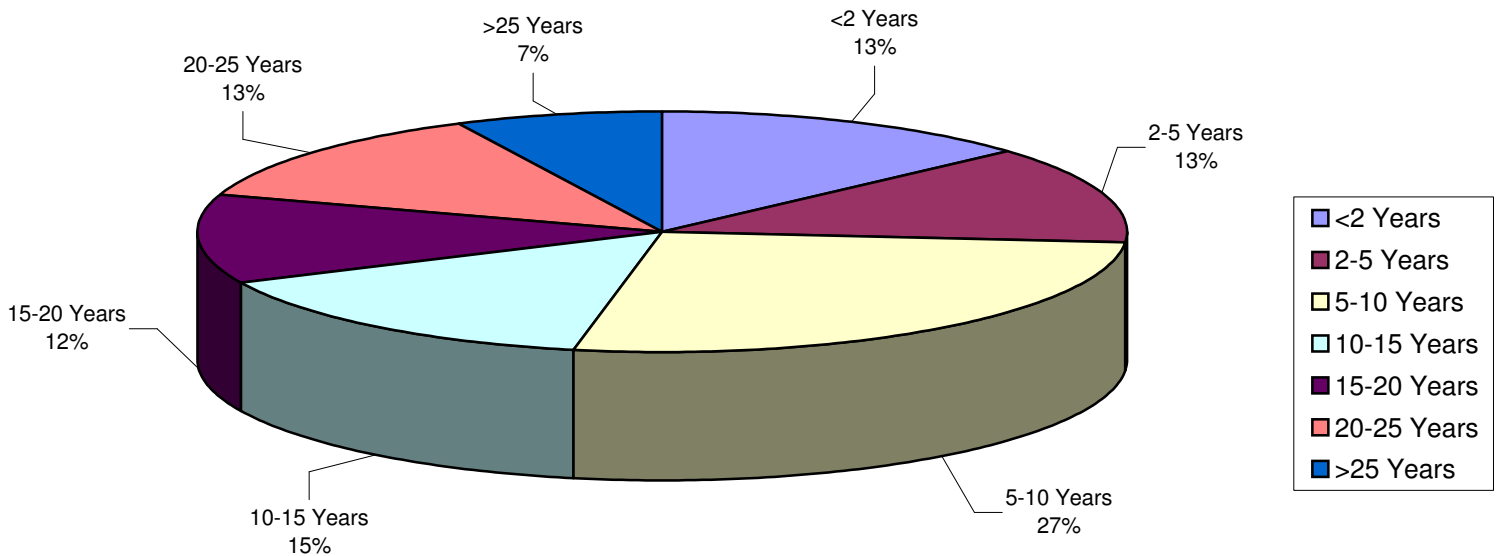
Less than 2 years	74
2-5 years	134
5-10 years	125
10-15 years	66
15-20 years	53
20-25 years	59
More than 25 years	47
Total	558*

*The total number listed here takes into account when there are multiple members involved in one investigation. However, it does not account for those investigations where no employee is listed, as they were either unknown or are listed as "in file". "In file" is used when the employee information is listed in the narrative. This is mostly used for External Investigations (EI-C3).

Total Investigations By Tenure



Sworn Personnel and Tenure



*The above chart depicts the breakdown of tenure for sworn members only of the Tucson Police Department. Numbers utilized to create this chart were obtained from a spreadsheet created by City of Tucson Human Resources dated February 7, 2008.

Investigations by Type

Administrative Inspections

Administrative Inspections are investigations that are conducted by a member's Chain of Command and usually include incidents such as lost or damaged departmental property, vehicle collisions, and reimbursement for damaged personal property sustained during the performance of work related duties. During the year 2008, there were **245** separate Administrative Inspections. Following is a detailed breakdown of those investigations to include information concerning the different allegations, dispositions, and actions taken. It must also be noted that the number of allegations, dispositions, and actions taken will be significantly more than the number of actual investigations. This is due to investigations that list multiple officers, as well as investigations that list multiple allegations. This circumstance can be seen in the details of several of the different types of investigations contained in this report.

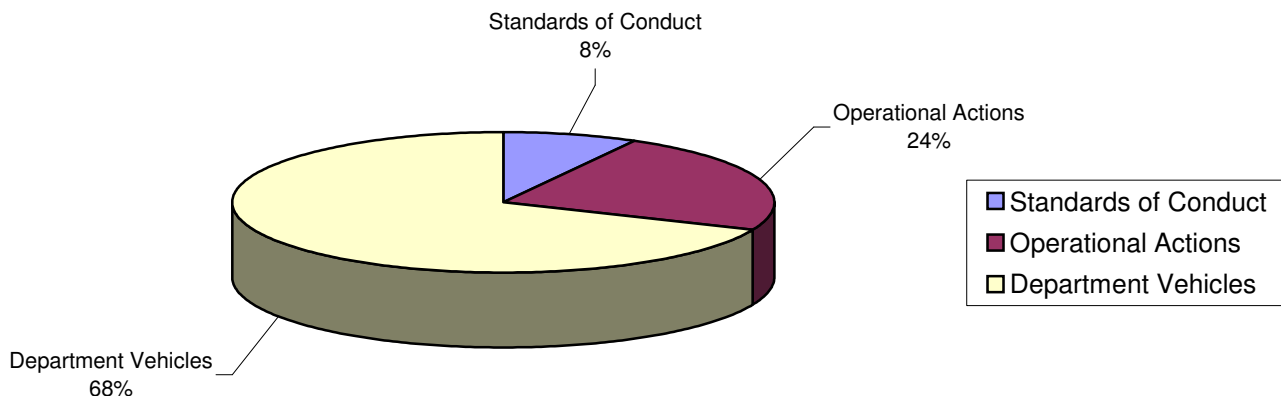
Allegation

Property/Evidence	1
Equipment/Loss or Damage of Property	35
Failure to Notify Supervisor	1
Collision	153
Damage	19
Court Attendance	19
Actions/Off Duty	1
Speeding/Poor Driving ¹	22
Inclusive	47
Total	298*

*The total number of allegations is greater than the total number of investigations (245) as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

¹It should be noted that beginning in 2008, Speeding/Poor Driving allegations increased with the implementation of photo enforcement programs capturing traffic violations.

Allegation - Administrative Inspection

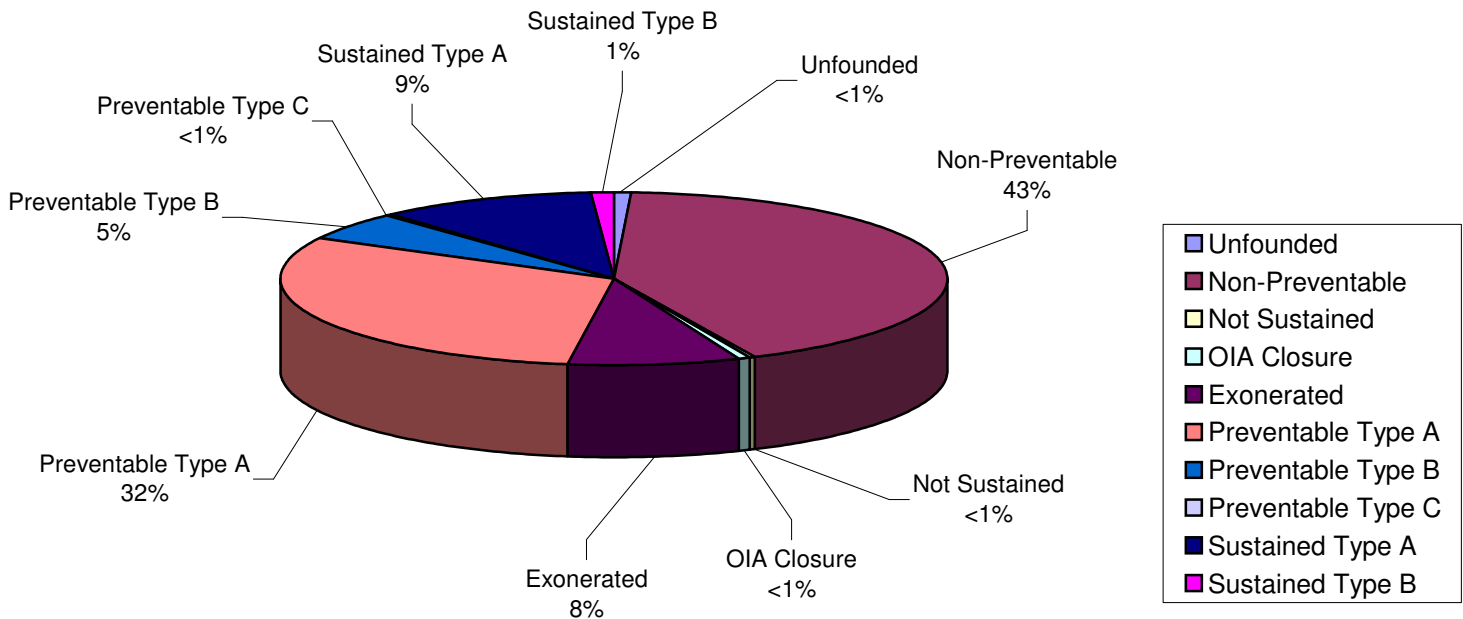


Disposition

Non-Preventable	106
Not Sustained	1
OIA Closure	1
Preventable Type A	77
Preventable Type B	13
Preventable Type C	1
Sustained Type A	26
Sustained Type B	3
Unfounded	2
Exonerated	21
Inclusive	46
Total	297*

* The total number of dispositions is greater than the total number of investigations (245) as the numbers account for when there are multiple members involved in one investigation. There are also occasions, although rare, when there may also be multiple dispositions listed for one or more members involved.

Disposition - Administrative Inspection

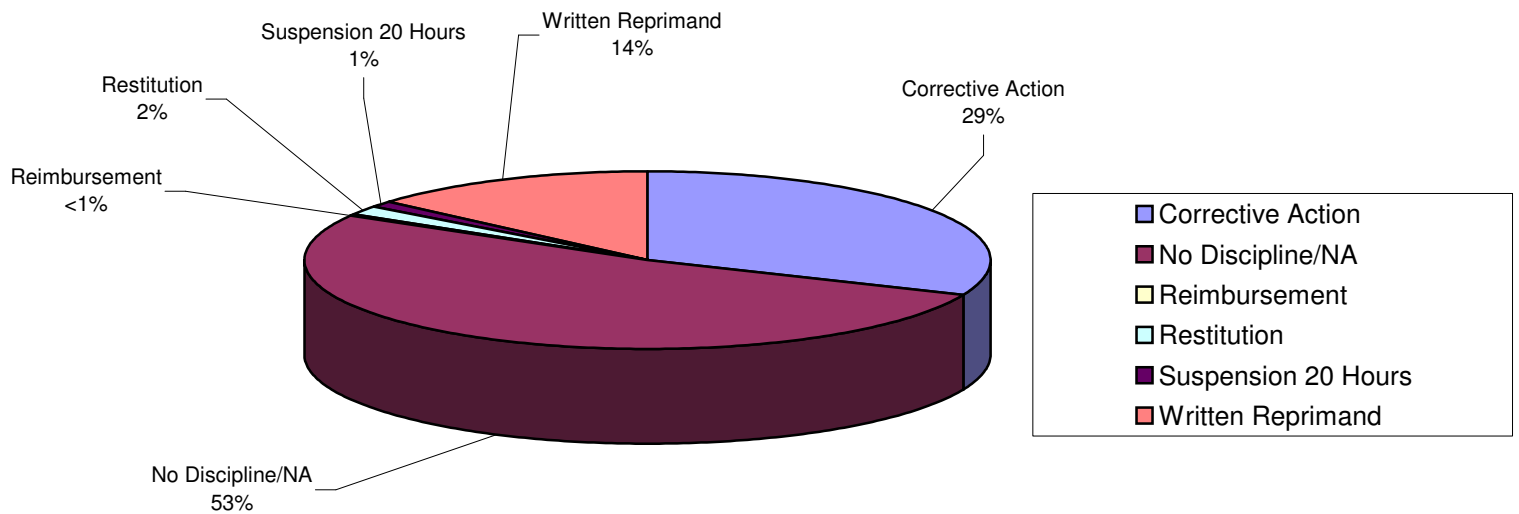


Action Taken

Corrective Action	79
No Discipline	130
Reimbursement	1
Restitution	4
Suspension 20 Hours	3
Written Reprimand	34
Inclusive	47
Total	298*

*The total number of actions taken is greater than the total number of investigations (245) as the numbers account for when there are multiple members involved in one investigation.

Action Taken - Administrative Inspection



Boards of Inquiry

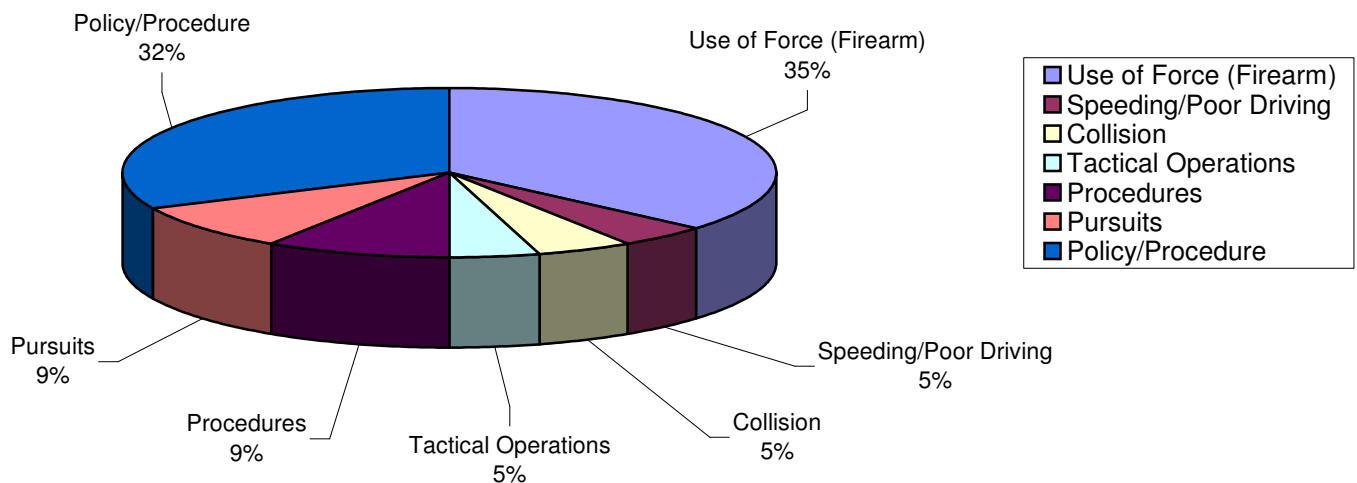
Boards of Inquiry are convened as per policy or at the direction of the Chief of Police to conduct administrative reviews of the circumstances surrounding any Department operation including In-Custody Deaths and Officer Involved Shootings. During the year 2008, the Office of Internal Affairs conducted **12** Boards of Inquiry. Following is a detailed breakdown of those investigations to include information concerning the different allegations, dispositions, and actions taken.

Allegation

Use of Force (Firearm)	8
Speeding/Poor Driving	1
Collision	1
Tactical Operations	1
Procedures	2
Pursuits	2
Policy/Procedure	7
Total	22*

* The total number of allegations is greater than the total number of investigations (12) as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

Allegation - Board of Inquiry

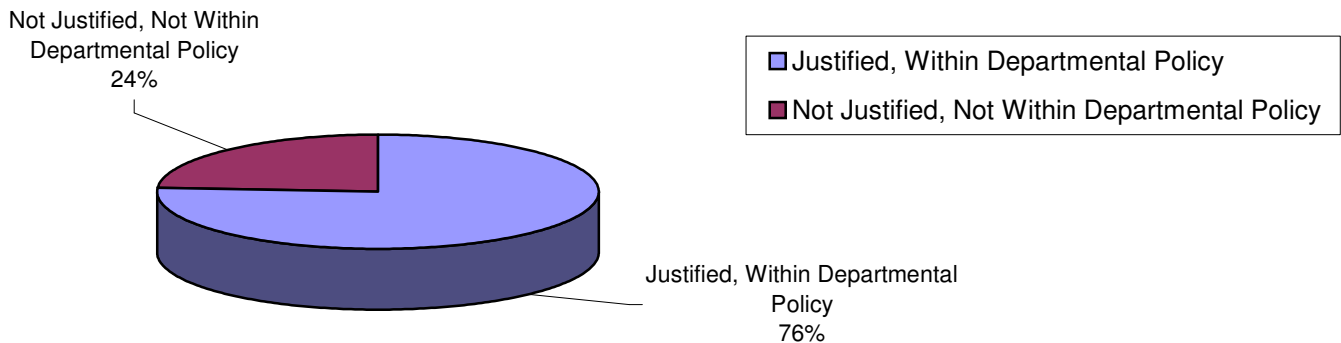


Disposition

Justified, Within Departmental Policy	16
Not Justified, Not Within Departmental Policy	5
Total	21*

* The total number of dispositions is greater than the total number of investigations (12) as the numbers account for when there are multiple members involved in one investigation. There are also occasions, although rare, when there may also be multiple dispositions listed for one or more members involved.

Disposition - Board of Inquiry

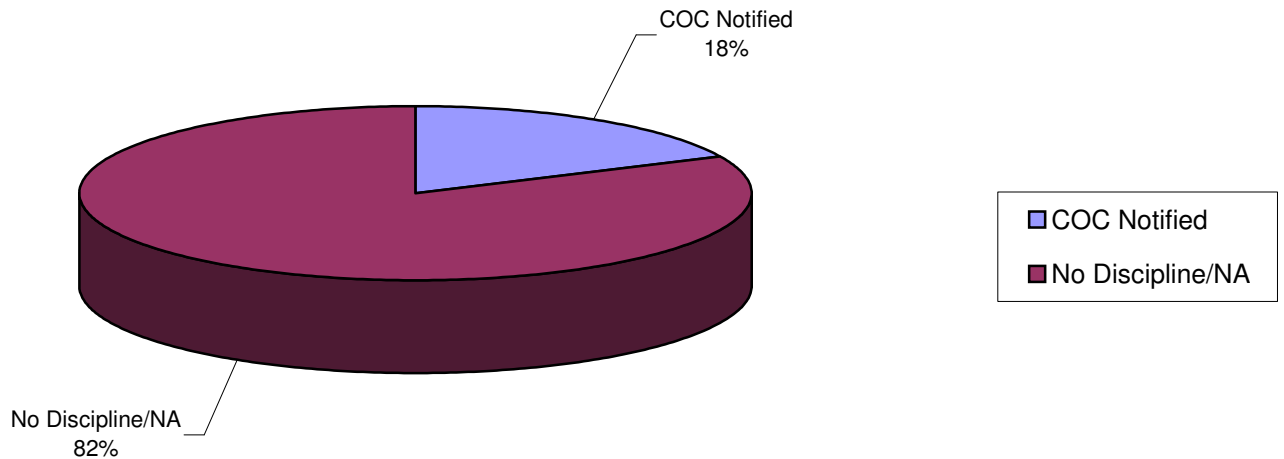


Action Taken

COC Notified	4
No Discipline/NA	18
Total	22*

*The total number of actions taken is greater than the total number of investigations (12) as the numbers account for when there are multiple members involved in one investigation.

Action Taken - Board of Inquiry



Criminal Investigations

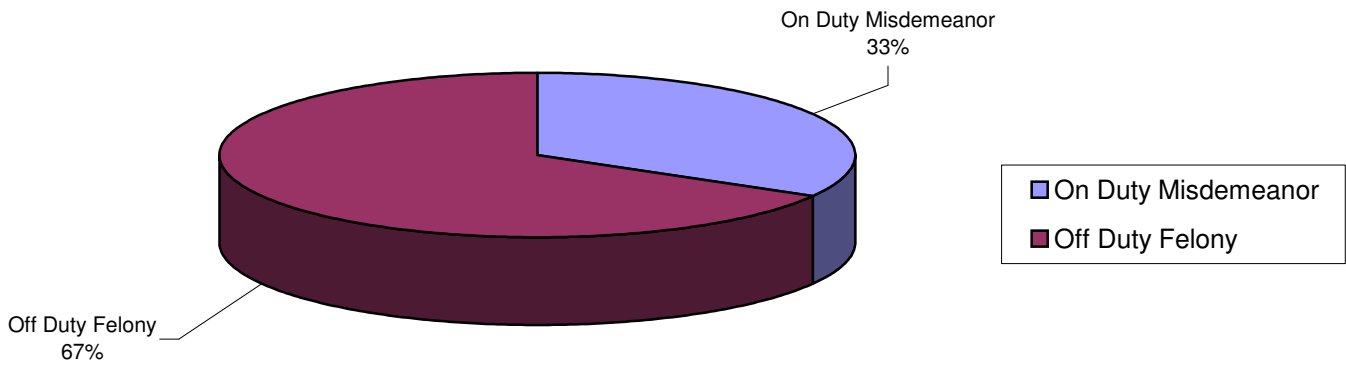
Criminal Investigations are investigations involving allegations of criminal conduct against any member of the Department. During the year 2008, the Office of Internal Affairs conducted **3** Criminal Investigations. Following is a detailed breakdown of those investigations to include information concerning the different allegations, including underlying non-criminal offenses, as well as dispositions and actions taken.

Allegation

On Duty Misdemeanor	1
Off Duty Felony	2
Total	3*

* The total number of allegations could sometimes be greater than the total number of investigations as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

Allegation - Criminal Investigation

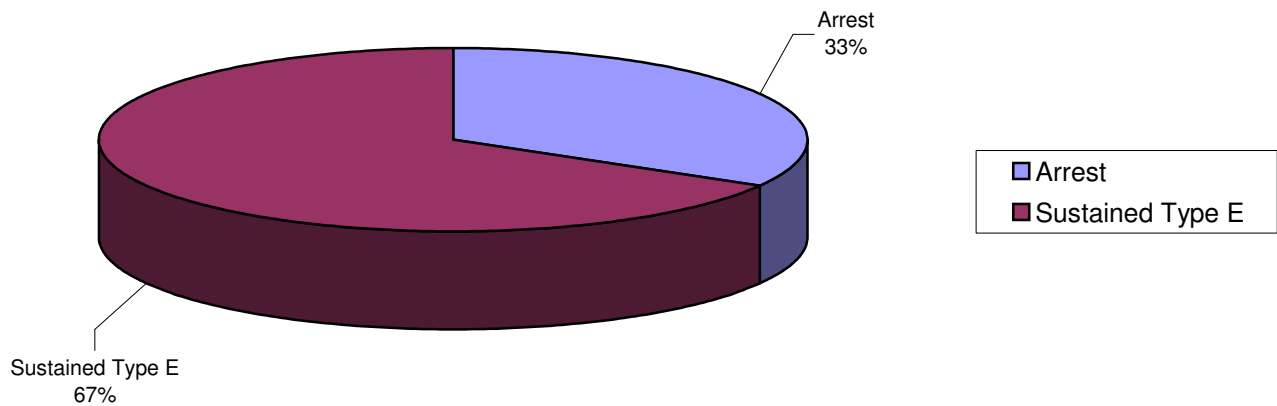


Disposition

Sustained Type E	2
Arrest	1
Total	3*

* The total number of dispositions could sometimes be greater than the total number of investigations as the numbers account for when there are multiple members involved in one investigation. There are also occasions, although rare, when there may also be multiple dispositions listed for one or more members involved.

Disposition - Criminal Investigation

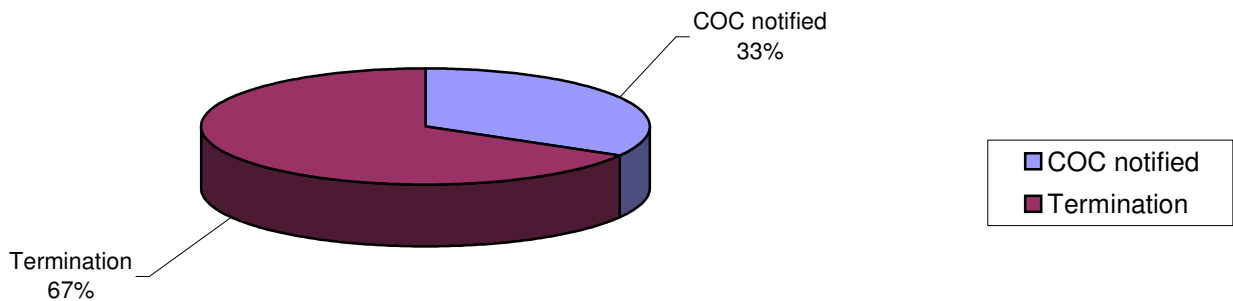


Action Taken

Termination	2
Chain of Command Notified	1
Total	3*

*The total number of actions taken could sometimes be greater than the total number of investigations as the numbers account for when there are multiple members involved in one investigation.

Action Taken - Criminal Investigaiton



Equal Employment Opportunity Investigations

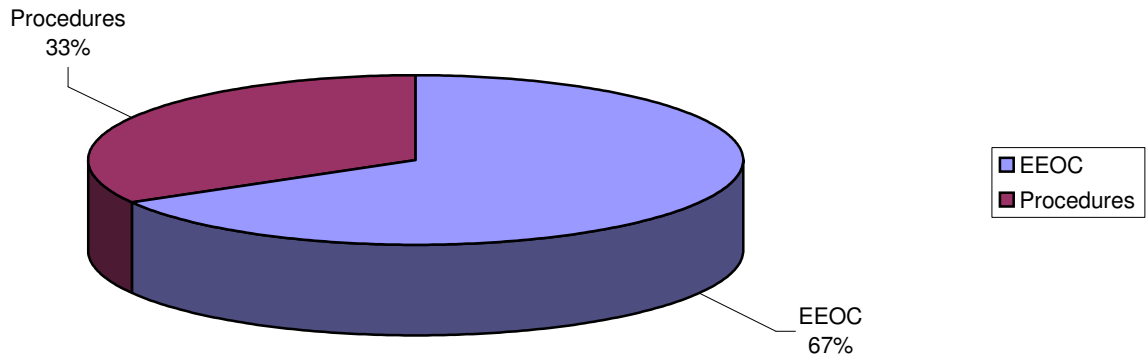
The Office of Internal Affairs acts as the facilitator for all Equal Employment Opportunity Investigations. All formal complaints related to EEO are referred to the City's Office of Equal Opportunity Programs. Informal EEO related complaints are investigated by the Office of Internal Affairs EEO Sergeant who maintains a close working relationship with the City's EEO Coordinator during the investigative process. During the year 2008, the Office of Internal Affairs documented **2** Equal Employment Opportunity Investigations. Following is a detailed breakdown of those investigations to include information concerning the different allegations, dispositions, and actions taken.

Allegation

EEOC	2
Procedures	1
Total	3*

* The total number of allegations is greater than the total number of investigations (2) as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

Allegation - Equal Employment Opportunity Investigation

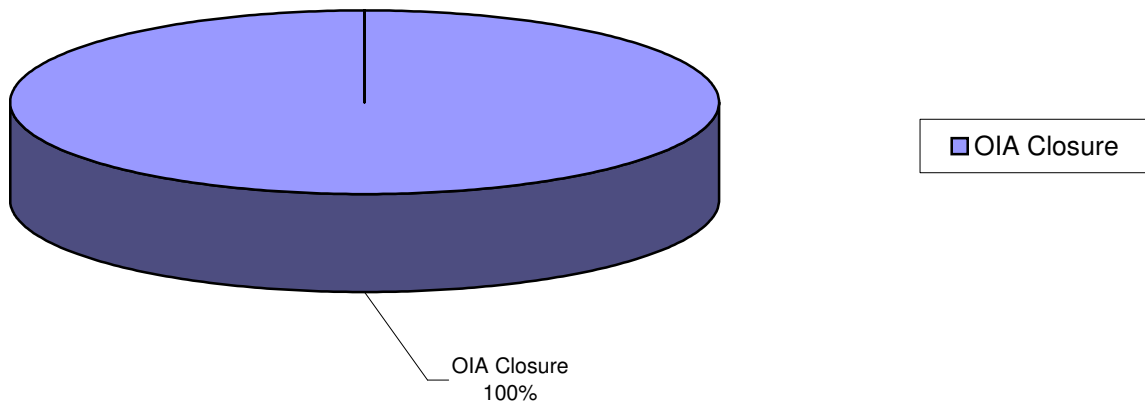


Disposition

OIA Closure	2
Total	2*

* The total number of dispositions could sometimes be greater than the total number of investigations as the numbers account for when there are multiple members involved in one investigation. There are also occasions, although rare, when there may also be multiple dispositions listed for one or more members involved.

Disposition - Equal Employment Opportunity Investigation



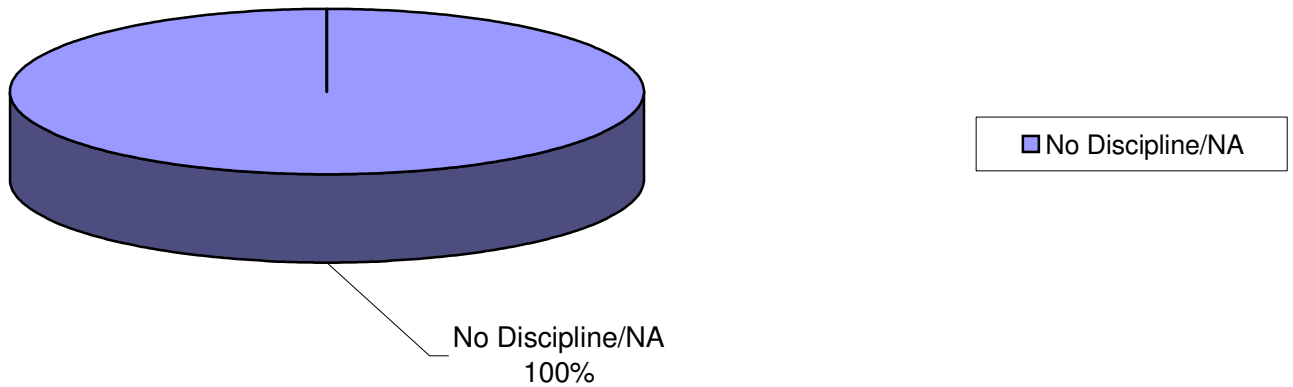
Action Taken

No Discipline/NA
Total

3
3*

*The total number of actions taken is greater than the total number of investigations (2) as the numbers account for when there are multiple members involved in one investigation.

Action Taken - Equal Employment Opportunity Investigation



External Investigations-EI C1

External Investigations, Category 1, are formal complaints documented by the Office of Internal Affairs and then sent to the member's Chain of Command for an investigation and disposition. The Office of Internal Affairs will conduct the investigation of formal complaints if they require extensive follow up. During the year 2008, the Office of Internal Affairs documented **63** External Investigations, Category 1. Following is a detailed breakdown of those investigations to include information concerning the different allegations, dispositions, and actions taken.

Allegation Category

Police Powers	22
Customer Service	61
Standards of Conduct	14
Operational Actions	25
Inquiry	3
Inclusive	2
Total	127*

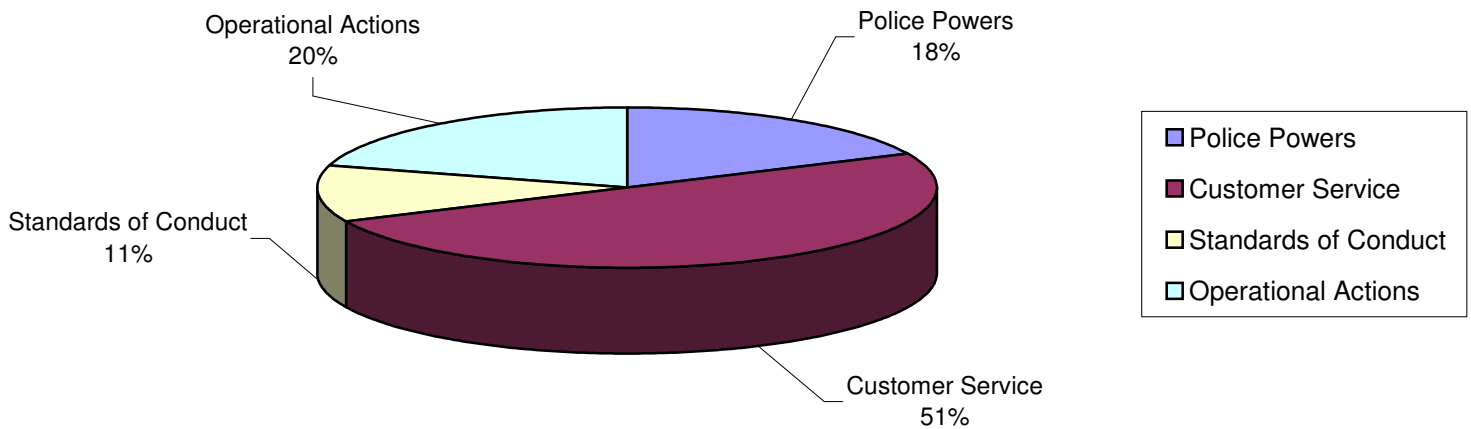
Allegation

Use of Force (Handcuffing)	3
Use of Force (Striking)	2
Use of Force (Other)	5
Search and Seizure	4
Stop/Detainment	4
Failure to Take Appropriate Action	3
Failure to Supervise	1
Failure to Provide Appropriate Service	11
Biased Based Policing/Non Racial	4
Racial/Ethnic Slurs	3
Rudeness	15
Profanity	4
Comments/Language	18
Refusal to Give Name/PR #	3
Unprofessional	3
Court Attendance	1
Misuse of MTC/Computer	2
Actions/On Duty	9
Actions/Off Duty	2
Property/Evidence	7
Policy/Procedure	3

Failure to Make a Report	2
Incomplete/Inaccurate Report	3
Failure to Investigate	1
Incomplete Investigation	7
Release of Confidential Information	1
Procedures	4
Inclusive	2
Total	127*

* The total number of allegations is greater than the total number of investigations (63) as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

Allegation - External Investigation (EI C1)

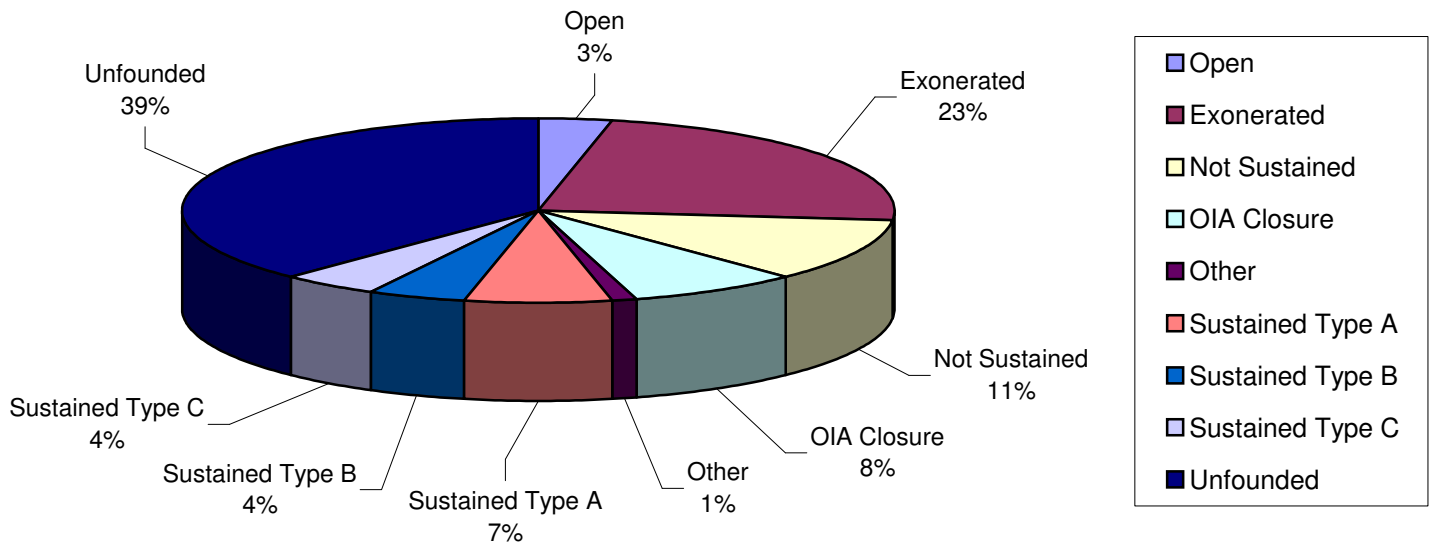


Disposition

Exonerated	21
Not Sustained	10
OIA Closure	7
Other	1
Sustained Type A	6
Sustained Type B	4
Sustained Type C	4
Unfounded	34
Pending	3
Inclusive	2
Total	92*

* The total number of dispositions is greater than the total number of investigations (63) as the numbers account for when there are multiple members involved in one investigation. There are also occasions, although rare, when there may also be multiple dispositions listed for one or more members involved.

Disposition - External Investigation (EI C1)

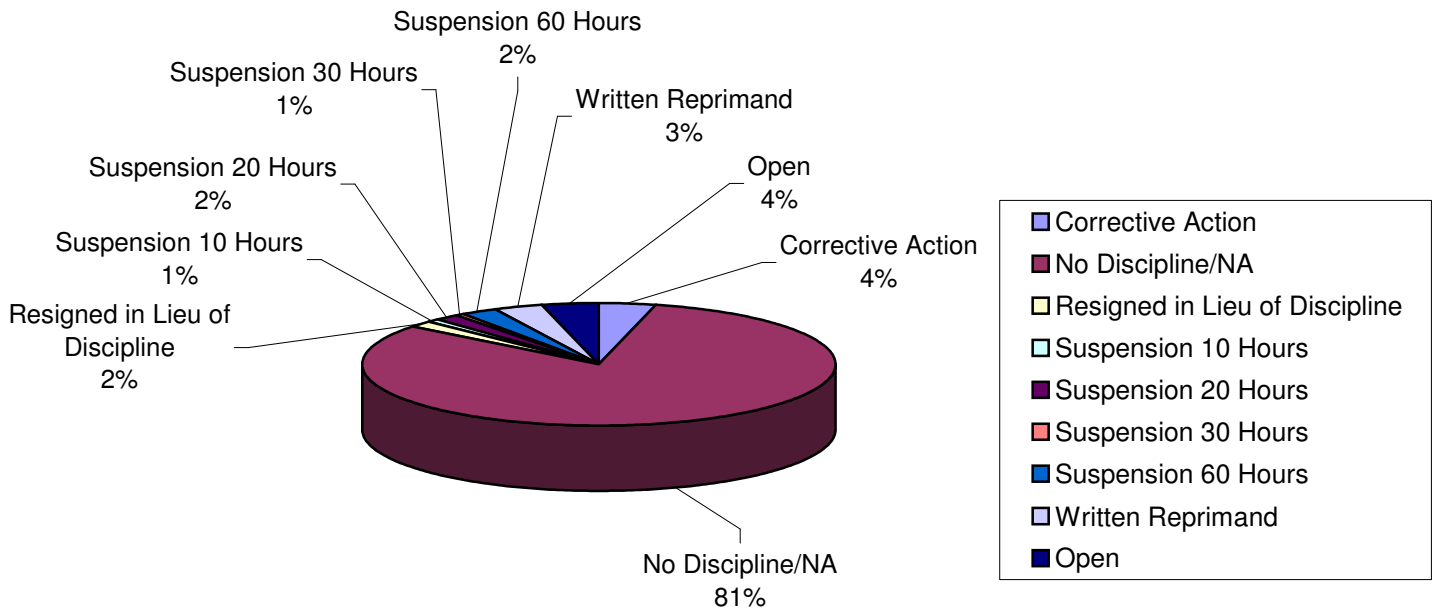


Action Taken

Resigned in Lieu of Discipline	2
Corrective Action	5
No Discipline/NA	102
Suspension 10 Hours	1
Suspension 20 Hours	2
Suspension 30 Hours	1
Suspension 60 Hours	3
Written Reprimand	4
Pending	5
Inclusive	2
Total	127*

*The total number of actions taken is greater than the total number of investigations (63) as the numbers account for when there are multiple members involved in one investigation.

Action Taken - External Investigation (EI C1)



External Investigations-EI C2

External Investigations, Category 2, are complaints in which the citizen elects not to pursue the formal investigative process. In these cases, the citizen may elect to have the member's supervisor notified regarding the incident and their dissatisfaction with the services rendered. During the year 2008, the Office of Internal Affairs documented **40** External Investigations, Category 2. Following is a detailed breakdown of those investigations to include information concerning the different allegations. Regarding disposition and action taken, all External Investigations, Category 2, are closed as OIA Closure with no discipline.

Allegation Category

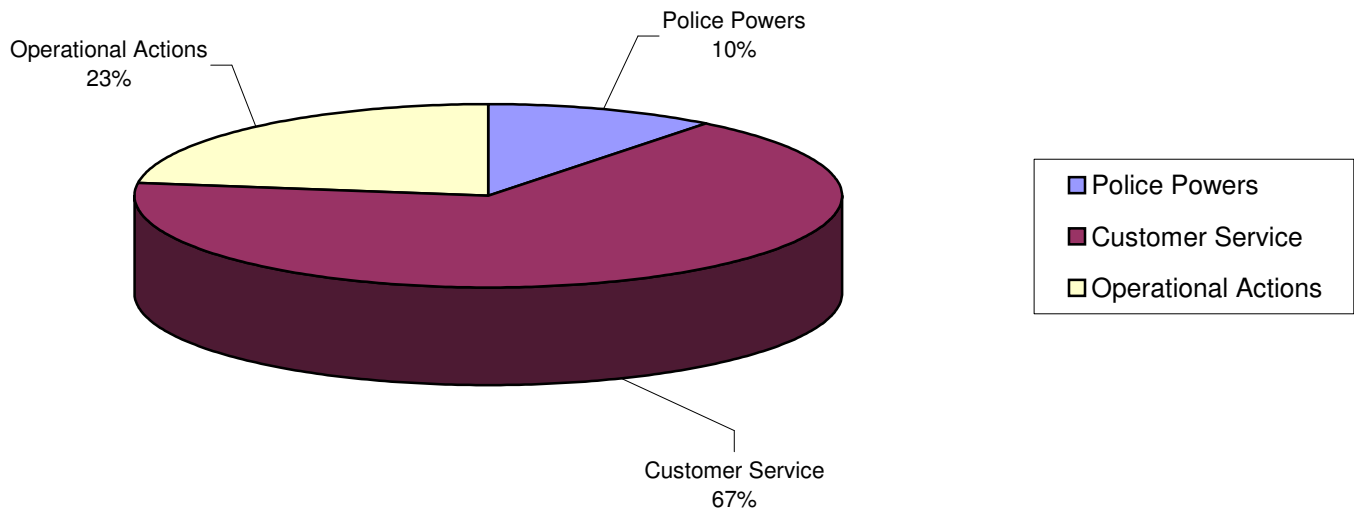
Police Powers	5
Customer Service	32
Operational Actions	11
Total	48*

Allegation

Use of Force (Handcuffing)	1
Use of Force (Impact Weapon)	1
Use of Force (Other)	1
Stop/Detainment	1
Search and Seizure	1
Failure to Provide Appropriate Service	7
Biased Based Policing/Racial	1
Rudeness	18
Refusal to Give Name/PR #	1
Comments/Language	3
Unprofessional	2
Failure to Make a Report	2
Incomplete/Inaccurate Report	2
Failure to Investigate	1
Property/Evidence	1
Procedures	4
Speeding/Poor Driving	1
Total	48*

* The total number of allegations is greater than the total number of investigations (40) as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

Allegation - External Investigation (EI C2)



External Investigations-EI C3

External Investigations, Category 3, involve allegations of a non-serious nature where the citizen is unable to articulate a bona-fide complaint or the actions described are not a violation of any law or Department General Orders. During the year 2008, the Office of Internal Affairs documented **112** External Investigations, Category 3. Following is a detailed breakdown of those investigations to include information concerning the different allegations. Regarding disposition and action taken, all External Investigations, Category 3, are closed as OIA Closure with no discipline.

Allegation Category

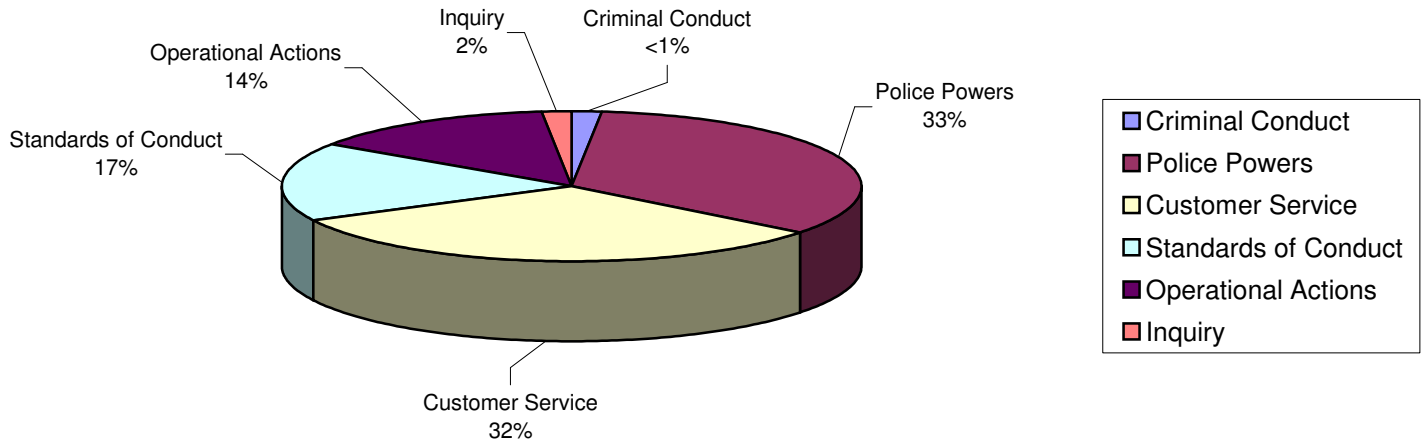
Criminal Conduct	2
Police Powers	44
Customer Service	41
Standards of Conduct	22
Operational Actions	18
Inquiry	2
Total	129*

Allegation

On Duty Felony	1
Off Duty Misdemeanor	1
Use of Force (Handcuffing)	6
Use of Force (Striking)	8
Use of Force (Impact Weapon)	1
Use of Force (OC Spray)	1
Use of Force (Taser)	1
Use of Force (Other)	15
False Report	2
Search and Seizure	5
Stop/Detainment	3
Failure to Take Appropriate Action	2
Failure to Provide Appropriate Service	19
Rudeness	11
Profanity	1
Comments/Language	8
Unprofessional	2
Untruthfulness	1
False Testimony	3
Actions/On Duty	13
Actions/Off Duty	5
Property/Evidence	1
Failure to Make a Report	2
Incomplete/Inaccurate Report	4
Failure to Investigate	3
Incomplete Investigation	5
Equipment Loss or Damage of Property	1
Procedures	1
Speeding/Poor Driving	1
Policy/Procedure	2
Total	129*

* The total number of allegations is greater than the total number of investigations (112) as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

Allegation - External Investigation (EI C3)



Internal Investigations

Internal Investigations are investigations involving allegations of Department General Order violations, or criminal allegations, which generally originate from within the Department. During the year 2008, there were **121** separate Internal Investigations, to include missed court investigations, and other internal investigations of a non-serious nature. Following is a detailed breakdown of those investigations to include information concerning the different allegations, dispositions, and actions taken.

Allegation Category

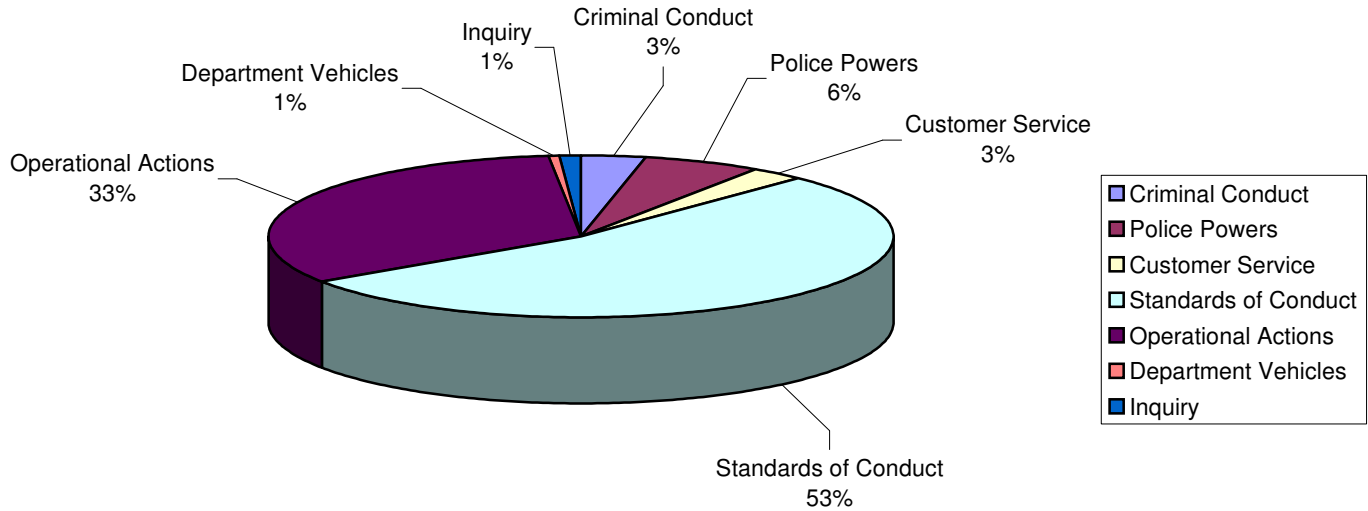
Criminal Conduct	6
Police Powers	11
Customer Service	5
Standards of Conduct	96
Operational Actions	59
Department Vehicles	1
Inquiry	2
Inclusive	37
Total	217*

Allegation

On Duty Felony	1
Off Duty Felony	4
Off Duty Misdemeanor	1
Use of Force (Handcuffing)	1
Use of Force (Striking)	2
Use of Force (OC Spray)	1
Use of Force (Firearm)	2
Use of Force (Other)	3
Failure to Supervise	2
Failure to Provide Appropriate Service	1
Rudeness	1
Comments/Language	1
Unprofessional	2
Untruthfulness	2
Court Attendance	7
False Testimony/Swearing	1
Misuse of MTC/Computer	4
Actions/On Duty	53
Actions/Off Duty	24
Insubordination	3
Leave without Pay	1
Failure to Meet Standards	1
Property/Evidence	12
Failure to Make a Report	1
Incomplete/Inaccurate Report	2
Failure to Investigate	1
Incomplete Investigation	1
Release of Confidential Information	3
Tactical Operations	3
Prisoner Escape	1
Equipment/Loss or Damage of Property	2
Failure to Notify Supervisor	6
Procedures	17
Speeding/Poor Driving	9
Pursuits	1
Collision	1
Policy/Procedure	2
Inclusive	37
Total	217*

* The total number of allegations is greater than the total number of investigations (121) as the numbers account for when there are multiple members involved in one investigation. There may also be multiple allegations listed for one or more members involved.

Allegation - Internal Investigation

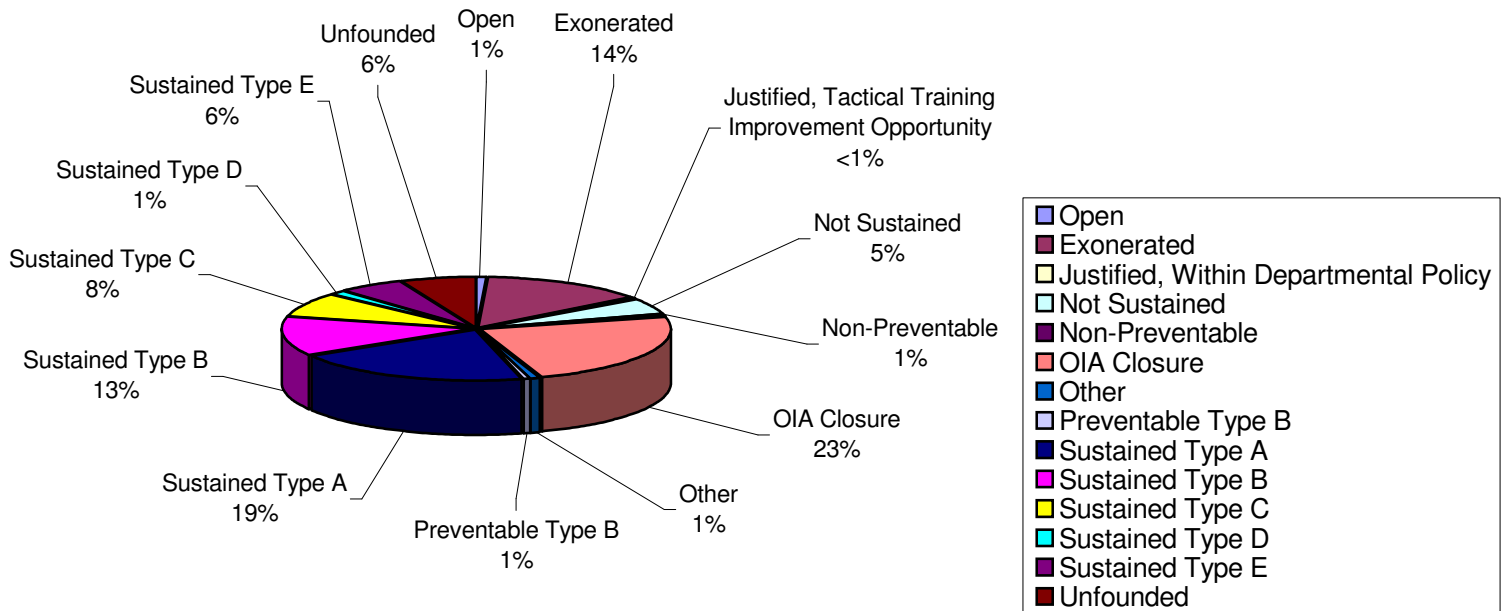


Disposition

Exonerated	20
Other	1
Justified, Within Departmental Policy	1
Not Sustained	7
OIA Closure	34
Non-Preventable	1
Preventable Type B	1
Sustained Type A	29
Sustained Type B	18
Sustained Type C	11
Sustained Type D	2
Sustained Type E	8
Unfounded	9
Pending	1
Inclusive	28
Total	171*

* The total number of dispositions is greater than the total number of investigations (121) as the numbers account for when there are multiple members involved in one investigation. There are also occasions, although rare, when there may also be multiple dispositions listed for one or more members involved.

Disposition - Internal Investigation

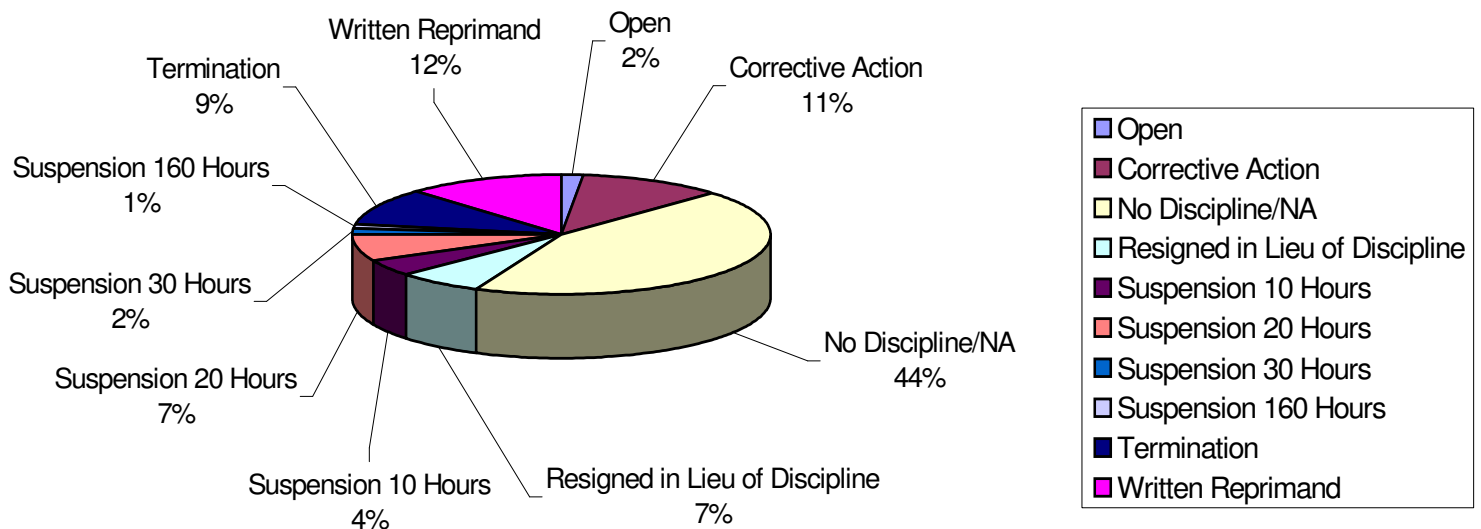


Action Taken

Corrective Action	20
No Discipline/NA	79
Resigned in Lieu of Discipline	12
Suspension 10 Hours	8
Suspension 20 Hours	13
Suspension 30 Hours	3
Suspension 160 Hours	2
Termination	18
Written Reprimand	22
Pending	3
Inclusive	37
Total	217*

*The total number of actions taken is greater than the total number of investigations (121) as the numbers account for when there are multiple members involved in one investigation.

Action Taken - Internal Investigation



Mediation

Mediation is an informal process designed to resolve disputes through negotiation and constructive communications with the assistance of a trained neutral party, or mediator. This process is a voluntary process agreed upon by both the complainant and the member of the Tucson Police Department. At the conclusion of the mediation, the mediation will be categorized as Agreement, Non-agreement, or Unsuccessful. An 'Unsuccessful' disposition occurs when either of the parties fails to attend or fails to abide by the behavioral expectations of the mediation session. If considered 'Unsuccessful' due to the complainant, the member is considered to have fulfilled their obligation and the complaint will not be accepted. If considered 'Unsuccessful' due to the member, or if either party declines to participate in mediation, the complaint is returned to the Office of Internal Affairs for processing as any other External Investigation. During the year 2008, the Office of Internal Affairs documented 3 Mediations the final dispositions of which were two Agreement's and one Non-agreement.

Most Commonly Sustained and Preventable Violations

Violation	Total	% of Total
General Orders 1330.24 Prohibited Uses of Property	88	26.5%
General Orders 1330.02 Obedience to <i>General Orders</i> , Procedures and Policies Required	72	21.7%
General Orders 3621 Department Vehicles/General	15	4.5%
General Orders 1330.07 General Standards of Expected Conduct	12	3.6%
General Orders 1330.25A On-Duty Conduct Standards/General Conduct Required	12	3.6%
General Orders 2810 Court Attendance and Interviews	12	3.6%
General Orders 1330.10 Criminal Conduct Prohibited	12	3.6%
General Orders 1330.03 Required Knowledge	10	3.0%
General Orders 1330.04 General Responsibilities and Requirements	8	2.4%
General Orders 1330.5 Off Duty Conduct Standards	5	1.5%
General Orders 2815 Court Attendance and Subpoena Requirements	5	1.5%